



Selected Reserve Incentive Program (SRIP) and other Reserve Incentives Brief



Purpose



To provide information on
proposed changes to the Selected
Reserve Incentive Program (SRIP)
and other Reserve Incentives.



Agenda



- ***USAR G-1 Initiatives***
- ***OCAR-SHRRT Initiatives***
- ***OCAR-SHRRT Special Pay Initiatives***
- ***OCAR-PA&E Initiatives***



Working Initiatives for SRIP



USAR G-1

- ***HQDA, G-1 approved Drill Sergeant (DS) Reenlistment waiver***
- ***SRIP List approved - 27 Jan 04 - moves away from Tier to MOS***
- ***Submitted a request to waive Critical Skill Requirements for Soldiers in Theater - Feb 04 - Currently at DA***
- ***Submitted a change to AR 135-7, chapter 4, for authority to pay a reenlistment bonus to AGR Soldiers - 3 Feb 04 - Currently at FORSCOM***
- ***Submitted ECP to link ATTRS training seat to REQUEST for prior service Soldier training - 26 Jan 04- Pending***
- ***Submitted recommendation to include new 18 month enlistment program in AR 135-91***



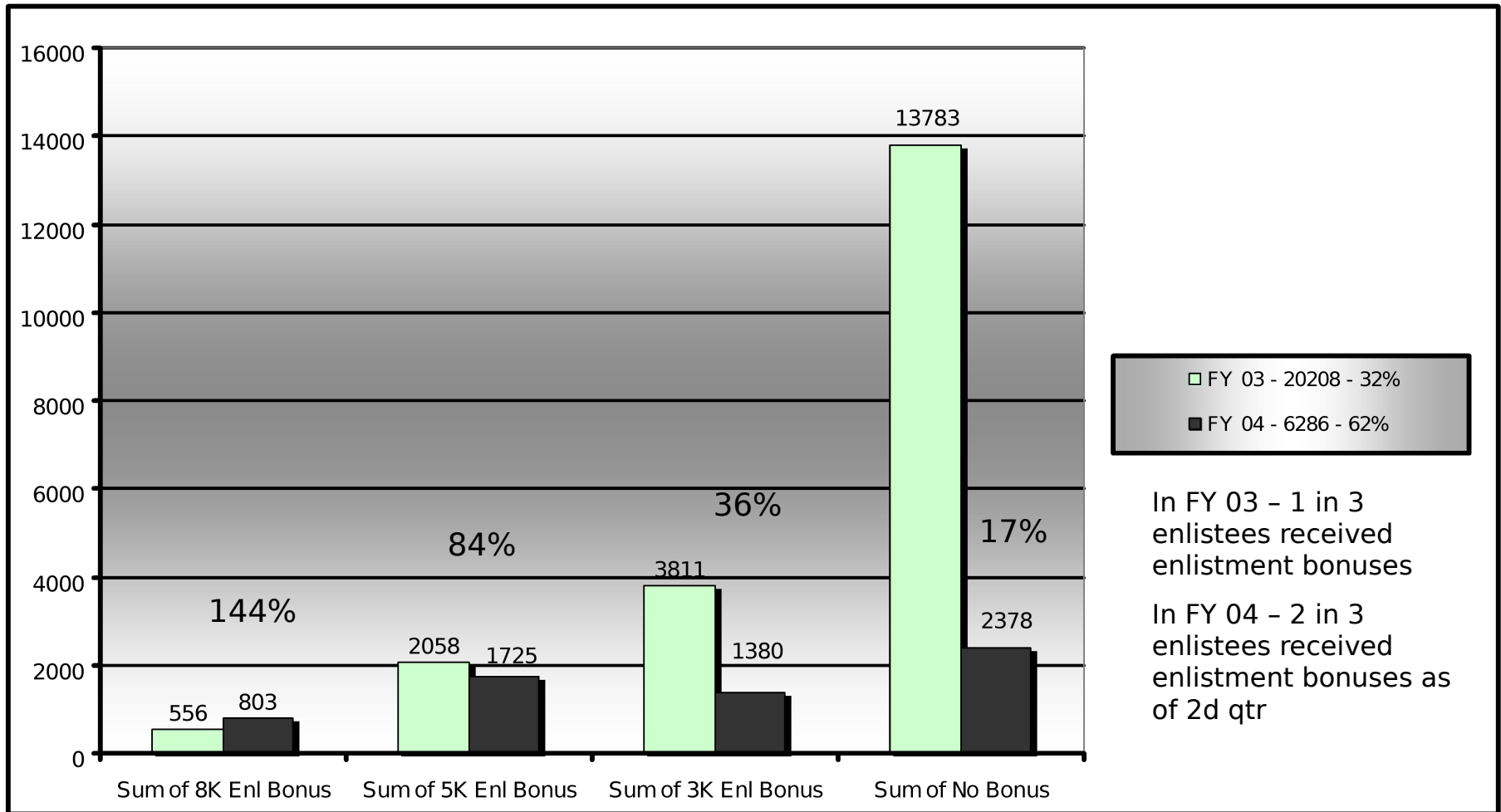
USARC G-1 SRIP Initiatives



- *To be completed by 28 Feb 04*
- *Adding Overstrength Vacancies:*
 - *Add additional overstrength opportunities to increase quantity of MOSs identified as “stressed”*
- *Maximize Priority:*
 - *Increase “stressed” MOSs vacancy score to ensure needed vacancies are prioritized at the highest level*
- *Maximize Incentives:*
 - *Apply maximum incentives to “stressed” vacancies in support of the nonprior service recruitment function, regardless of vacancy type*
- *Maximize Assignments Policy:*
 - *REQUEST tables will be modified to allow NPS applicants to be offered vacancies in grades E3 through E5*



Accession Bonus Trends





Other Incentive Issues



OCAR-HR

- Reenlistment in-theater bonus increase to \$4.5K for 3 years and \$10K for 6 years: now being reviewed in OCLL
- Reenlistment bonus for retraining in critical skill: now being staffed at SECDEF ULB 06 RA 04
- Warrant Officer Accession Bonus proposal: now being staffed by senior OCAR Staff
- Title 37, Sec 308b - Authorize multiple reenlistment bonuses: FY-05 Omnibus proposal 236 would provide the authority for *multiple bonuses* for a member with less than 20 years of service, pending
- Title 37, Sec 308b - Modify law to authorize reenlistment bonuses up to 17 years TIS: FY-05 Omnibus proposal 236 would provide the authority for multiple bonuses for a member with less than 20 years of service, pending
- Title 37, Sec 308e - Modify law to increase affiliation bonus: Draft legislation will be submitted at the earliest possible date to increase affiliation bonus from \$50 month to \$100 month for Enlisted Soldiers. FY-05 Omnibus proposal 019 would authorize an officer affiliation and accession bonus (not to exceed \$12K) to those who agree to serve in a selected reserve in a critical skill



Other Incentive Issues (cont)



OCAR-HR

- Modify law to increase Hardship Duty Pay (HDP) from \$100 month to \$300 month: This is already law per 37 USC § 305 (a); therefore, new legislation is not required. OSD is considering an HDP increase to \$200 month for some units
- Title 37, Sec 316 - Modify law to authorize Foreign Language Proficiency Pay at same rate for Reserve Component (30 days versus 1/30) (AC parity): ULB 06A MPP-17 would increase the pay to \$12,000 per year and allow it to be paid in an annual payment, thus eliminating the 1/30th rule since it would be treated more as a bonus
- 37 U.S.C. § 307 - Authorize Assignment Incentive Pay (AIP) for Soldiers involuntarily extended past their 12 month deployment (\$800 month); voluntarily extended past 12 months (\$1,200 for 6 month extension/\$1,500 for 12 month extension): The SECDEF was briefed on these options on 6 Jan 04. There already is a policy being developed by OASD (RA) to use AIP for members who voluntarily extend beyond 12 months in Iraq or Afghanistan. OASD (RA) advises that legislation not needed. Previously, a separate policy package was developed to compensate members who will be involuntarily extended beyond 12 months in Iraq



Other Incentive Issues (cont)



OCAR-HR

- 37 U.S.C. § h. 302 - Modify law to authorize equitable Special Medical and Dental Pay for Reserve Component physicians (AC parity): This had previously been submitted as part of the FY-04 DoD Omnibus program but did not clear OMB for cost reasons. OCAR proposed an expanded ULB proposal for FY 06. OSD is currently reviewing the business case.
- 37 U.S.C. § 302 - Add law to authorize special pay for deployed, self-employed clinicians (losing practices during deployment, malpractice insurance continue): This was part of the FY-05 ULB submissions, but the final decision was to defer this proposal to the FY-06 ULB cycle.
- Title 10 U.S.C. - Authorize non-U.S. citizens to remain in the Armed Forces past 8 years with proof of INS application submission: There currently is no formal activity ongoing to introduce such legislation, per se, among the congressional staff, DoD or various NGOs. OTJAG will be requested to draft appropriate legislation for staff review.



Other Incentive Issues



OCAR-HR Special Pays

➤ **Health Care Professionals**

- 06 ULB proposal of AR to extend all Title 37, Chapter 5 special pays to RC health care professionals to provide parity with AC benefits has not been favorably considered.
- 06 ULB cycle is supposed to reconsider an 05 ULB proposal to provide special pay to deployed self-employed clinicians, which would help defray continuing malpractice insurance and other costs.

➤ **Other Special Pays**

- 06 ULB cycle is considering providing Foreign Language Incentive Pay (FLIP) at \$12K per year.
- 06 ULB cycle is considering providing Aviation Career Incentive Pay (ACIP) on a whole monthly basis — providing parity with AC — rather than current practice of prorating this to IDT at 1/30th of the monthly amount per UTA.
- OASD (RA) did not favorably consider our submission for Hazardous Duty Pay or Parachute Pay.

➤ **MSO:**

- Options now being staffed with DA G-1 include: offering amended contracts reducing MSO from 8 to 6 years in exchange for all SELRES service, better management of the unsatisfactory performer problem, and increased emphasis on recruiting IRR Soldiers to meet SELRES needs.



Working Initiatives for SRIP



OCAR-PA&E

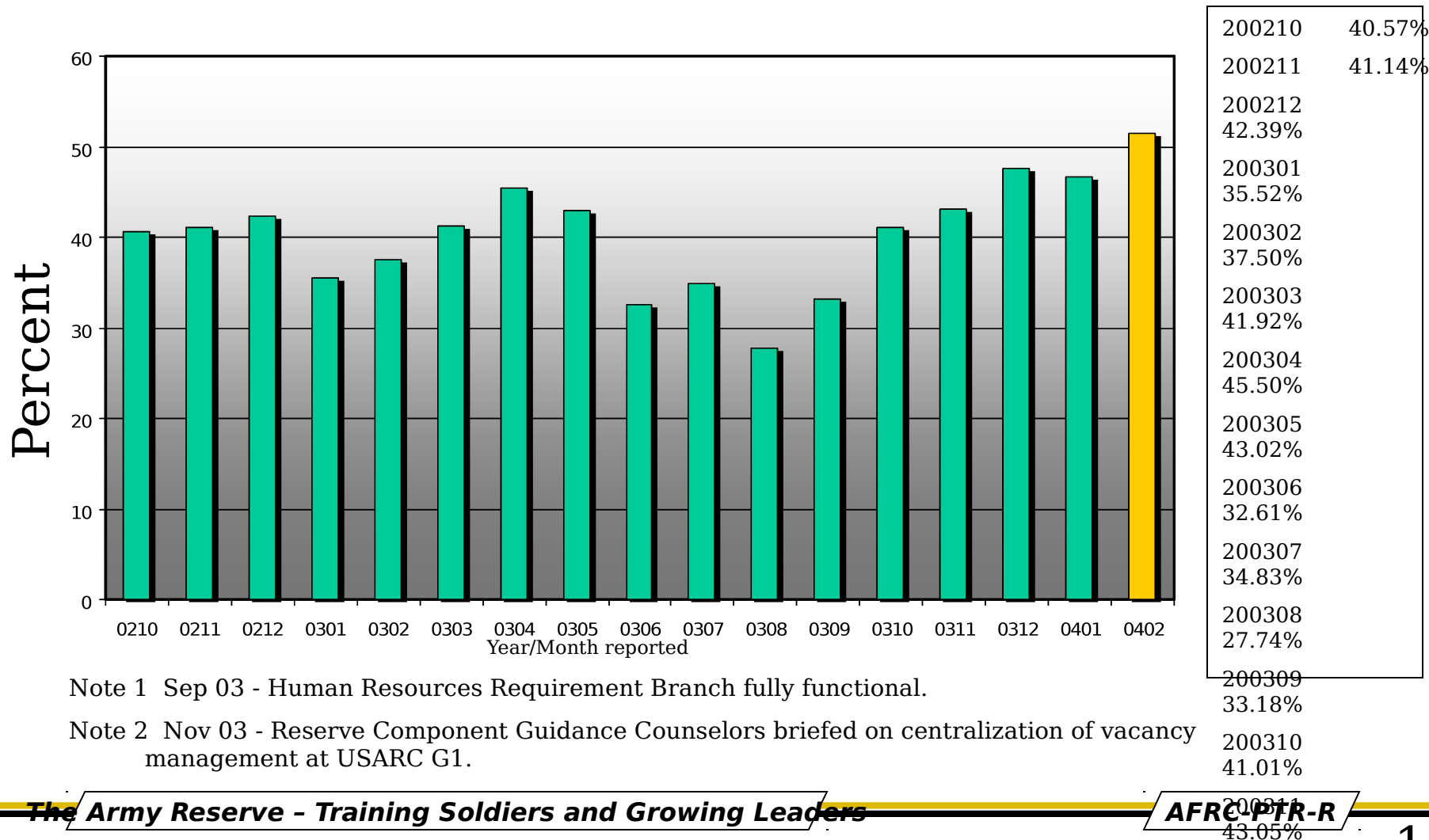
- *POMed for the following:*
 - *Increase in Reenlistment Bonuses \$5K to \$10K*
 - *Increase in Affiliation Bonus \$50 to \$100*
 - *Proposed WO Accession Bonus*
 - *Payment MOS Conversion Bonus \$4K*
- *FY 05 Omnibus proposal 236 would provide the authority for multiple bonuses for a member with less than 20yrs of service---action has cleared OSD, forwarded to OMB for review.*



RCCC Transfers



Army Reserve v. ARNG





Backup Slides Not Briefed



➤ ***BACKUP SLIDES FOLLOW***



Enlistment Bonus



Active Component

- MOS / training seat driven
- Enlistment Bonus, Seasonal Bonus, Higrad Bonus, Airborne Bonus, National Call to Service Enlistment Bonus
- Enlistment Bonus is paid based on many factors:
 - 3 year enlistment - \$6K max
 - 4+ year enlistment - \$20K max
 - \$7K or less - 100% payable upon arrival at first duty station
 - More than \$7K - \$7K payable at first duty station; balance paid over remaining time of service
- Example: 21B (combat engineer) currently could receive
 - \$1K for 3 years
 - \$2K for 4 years
 - \$4K for 5 years
 - If qualified for Higrad, an additional bonus up to \$6K is authorized

Army Reserve

- Vacancy (UIC/MOS) driven.
- Enlistment Bonus and a Quick Ship Bonus
- \$3, \$5, or \$8K
- Enlistment Bonus is paid as follows:
 - 50% paid once soldier is completes MOS Training
 - Balance prorated and paid on anniversary date
- Example: Upon enlistment into the Army Reserve, a 21B could receive
 - No bonus
 - Or a \$3K bonus (6x2)
 - Or a \$5K bonus (6x2)
 - Or a \$8K bonus (6x2)
 - An additional \$2K, if the Solider ships to training within 30 days



Education Benefits



Active Component

- Montgomery GI Bill, Chapter 30- participatory program, applicant pays a portion
- Tuition Assistance (TA) - 100% tuition & lab fees, no books
- Loan Repayment Program (LRP)
 - Avail to all incentivized MOSs for specific applicants only
 - If applicant takes LRP they are not eligible for ACF
- Army College Fund (ACF) - max amounts when combined with MGIB are:
 - \$30K for 2yr
 - \$37K for 3yr
 - \$42K for 4 yr
 - \$47K for 5 yr
 - \$50K for 6 yr or more for selected MOSs only and applicants must enroll in MGIB for eligibility

Army Reserve

- Montgomery GI Bill, Chapter 1606 - no payment required
- Tuition Assistance (TA) - 100% tuition & lab fees, no books
- Student Loan Repayment Program (SLRP)
 - \$10K or \$20K available to all
 - Very restrictive, max per yr is \$1.5/\$3K
 - Only a portion of loans repaid by Govt
- MGIB Kicker Bonus
 - Is either \$100 or \$200 monthly



Reenlistment Bonus



Active Component

- SRB or TSRB defined by Zones and MOSs
- Re-up Bonuses as follows:
 - Zone A-Re-up between 17 months and six yrs
 - Zone B-Re-up between 6 yrs to 10 yrs.
 - Zone C-Re-up between 10 yrs and 14 yrs (not been applied since 31 Jan 86)
- Paid based on the following formula: Monthly Basic Pay \times Years or Fractions of years in months of additional obligated service \times SRB or TSRB Multiplier = Bonus \$'s Paid
- \$60K max for 6yrs (\$10K per yr)
- 50% up front, remainder paid in equal installments on the anniversary of the contract or lump sum

Army Reserve

- SRIP defined by MOSs only
- Re-up Bonuses as follows:
 - reenlistment from 17 months to 14 years:
 - \$2.5K for 3 years; followed w/ \$2K for 3 years
 - **Or** \$5K for 6 yrs
- Paid at one rate for specific obligation periods regardless of rank.
- Affiliation Bonus is \$50 per month
- IRR Reenlistment Bonuses are authorized up to \$750, not paid at this time



USAR Incentives and Special Pay Comparison



- Selected Reserve Soldiers receive a Prorated Portion of entitlement based on $\frac{1}{30^{\text{th}}}$ the total amount X the number of IDT/AT/ADT/ADSW days of duty performed
- Active Component soldiers receive the entire entitlement for every month they qualify for the incentive or special pay
- Selected Reserve Soldiers are required in almost every instance to maintain the same level of proficiency in order to receive a portion of the entitlement
- With that in mind, the following slides represent information pertaining to amounts of entitlement for specific types of incentive or special pay:



USAR Incentive and Special Pay Comparison



| USAR Incentive & Special Pay | Prorated | Not Prorated | IDT | AT/ADT/ADSW |
|---|----------|--------------|-----|-------------|
| Flight Pay (crew and non crew member) | X | | X | X |
| Flight Pay – Aviation Career Incentive Pay (ACIP) | X | | X | X |
| Parachute Duty Pay | X | | X | X |
| Demolition Pay | X | | X | X |
| Experimental Stress Duty, Dangerous Viruses Lab Duty, Chemical Munitions Duty, Flight Deck Duty, and duty involving Toxic Fuels, Propellants or Pesticides. | X | | X | X |
| Medical Pay | X | | | X |
| Dental Pay | X | | | X |
| Veterinary and Optometry Pay | X | | | X |
| Special Duty Assignment Pay (SDAP) | X | | X | X |
| Hostile Fire (HF)/Imminent Danger Pay (IDP) | | X | | X |
| Hardship Duty Pay Location (HDP-L) | | X | | X |
| Foreign Language Proficiency Pay (FLPP) | | | X | X |
| Dive Pay | X | | X | X |
| Career Sea Pay | X | | | X |

Full Screen



DoD Pay Table



94%

INCENTIVE AND SPECIAL PAYS

Aviation Career Incentive Pay

Years of Aviation Service

| 2 or less | Over 2 | Over 3 | Over 4 | Over 6 | Over 14 | Over 22 | Over 23 | Over 24 | Over 25 |
|-----------|--------|--------|--------|--------|---------|---------|---------|---------|---------|
| 125.00 | 156.00 | 188.00 | 206.00 | 650.00 | 840.00 | 585.00 | 495.00 | 385.00 | 250.00 |

Hazardous Duty Incentive Pay (Crew Member- Non-AWAC)

| Pay Grade | Amount | Pay Grade | Amount | Pay Grade | Amount | Pay Grade | Amount | Pay Grade | Amount |
|-----------|--------|-----------|--------|-----------|--------|-----------|--------|-----------|--------|
| O-10 | 150.00 | O-5 | 250.00 | W-5 | 250.00 | E-9 | 240.00 | E-4 | 165.00 |
| O-9 | 150.00 | O-4 | 225.00 | W-4 | 250.00 | E-8 | 240.00 | E-3 | 150.00 |
| O-8 | 150.00 | O-3 | 175.00 | W-3 | 175.00 | E-7 | 240.00 | E-2 | 150.00 |
| O-7 | 150.00 | O-2 | 150.00 | W-2 | 150.00 | E-6 | 215.00 | E-1 | 150.00 |
| O-6 | 250.00 | O-1 | 150.00 | W-1 | 150.00 | E-5 | 190.00 | | |

Hazardous Duty Incentive Pay (Non-Crew Member)

ALL GRADES – 150.00

Imminent Danger Pay/Hostile Fire Pay

ALL GRADES – 225.00 (P.L. 108-11 provided for a temporary increase Oct 1, 2002 through Sep 30, 2003. P.L. 108-136 extended the time-frame to Dec 31, 2004. Reverts to \$100 unless statute extended or becomes permanent).

Diving Pay

Officers – 340.00 (Max) Enlisted – 340.00 (Max)

HDIP (Parachute, Flight Deck, Demolition, & Others)

All Grades – 150.00 (Member qualified for HALO pay 225.00).

COMBAT ZONE TAX EXCLUSION

Basic pay for the MCPO of the Navy, CM Sgt of the AF, Sergeant Major of the Army or Marine Corps, basic pay is \$6,090.90. Combat Zone Tax Exclusion for O-1 and above is based on this basic pay rate plus HFP/IDP (\$225).

For other pays or specific requirements for the pays cited in this table, go to the web at: <http://www.dtic.mil/comptroller/fmri07a/index.html>

Submarine Duty Incentive Pay

Cumulative Years of Service

| Pay Grade | 2 or less | Over 2 | Over 3 | Over 4 | Over 6 | Over 8 | Over 10 | Pay Grade | 2 or less | Over 2 | Over 3 | Over 4 | Over 6 | Over 8 | Over 10 |
|-----------|-----------|--------|--------|--------|--------|--------|---------|-----------|-----------|--------|--------|--------|--------|--------|---------|
| O-10 | 355.00 | | | | | | | W-3 | 285.00 | 375.00 | | 425.00 | | | |
| O-9 | 355.00 | | | | | | | W-2 | 285.00 | 375.00 | | 425.00 | | | |
| O-8 | 355.00 | | | | | | | W-1 | 285.00 | 375.00 | | 425.00 | | | |
| O-7 | 355.00 | | | | | | | E-9 | 425.00 | | | | | | |
| O-6 | 595.00 | | | | | | | E-8 | 415.00 | | | | | | |
| O-5 | 595.00 | | | | | | | E-7 | 405.00 | | | | | | |
| O-4 | 365.00 | | | | 525.00 | 595.00 | | E-6 | 155.00 | 170.00 | 175.00 | 300.00 | 325.00 | 375.00 | |
| O-3 | 355.00 | | | | 510.00 | 595.00 | | E-5 | 140.00 | 155.00 | | 250.00 | 275.00 | | |

Submarine Pay for O-7 over 16, 18, 22 & 26 are \$540, \$535, \$410 and \$355, respectively.



DoD Pay Tables for Health Services



94%



DoD Pay Table for Health Services



| Multiyear Special Pay (Dental Officers) | | | | | |
|--|----------|---------------------|--|---------------------|-------------|
| Specialty | Level | 2 Year Agreement | 3 Year Agreement | 4 Year Agreement | |
| Oral-maxillofacial Surgeons | 1 | 8,000.00 | 10,000.00 | 14,000.00 | |
| Comprehensive/Operative Dentistry | 1 | 8,000.00 | 10,000.00 | 14,000.00 | |
| Endodontics | 1 | 8,000.00 | 10,000.00 | 14,000.00 | |
| Orthodontics | 1 | 8,000.00 | 10,000.00 | 14,000.00 | |
| Oral Pathology/Oral Diagnosis/Oral Medicine | 1 | 8,000.00 | 10,000.00 | 14,000.00 | |
| Pediatric Dentistry | 1 | 8,000.00 | 10,000.00 | 14,000.00 | |
| Periodontics | 1 | 8,000.00 | 10,000.00 | 14,000.00 | |
| Prosthodontics | 1 | 8,000.00 | 10,000.00 | 14,000.00 | |
| Public Health Dentistry | 1 | 8,000.00 | 10,000.00 | 14,000.00 | |
| Temporomandibular Dysfunction (TMD) | 1 | 8,000.00 | 10,000.00 | 14,000.00 | |
| Dental Research | 2 | 6,000.00 | 8,000.00 | 12,000.00 | |
| Advanced Clinical Practice (ACP) Trained in Exodontia | 2 | 6,000.00 | 8,000.00 | 12,000.00 | |
| ACP Trained in Endodontics | 2 | 6,000.00 | 8,000.00 | 12,000.00 | |
| ACP Trained in General Dentistry | 2 | 6,000.00 | 8,000.00 | 12,000.00 | |
| ACP Trained in Periodontics | 2 | 6,000.00 | 8,000.00 | 12,000.00 | |
| ACP Trained in Prosthodontics | 2 | 6,000.00 | 8,000.00 | 12,000.00 | |
| Exodontia (ACP) | 2 | 6,000.00 | 8,000.00 | 12,000.00 | |
| Endodontics (ACP) | 2 | 6,000.00 | 8,000.00 | 12,000.00 | |
| General Dentistry (ACP) | 2 | 6,000.00 | 8,000.00 | 12,000.00 | |
| Periodontics (ACP) | 2 | 6,000.00 | 8,000.00 | 12,000.00 | |
| Prosthodontics (ACP) | 2 | 6,000.00 | 8,000.00 | 12,000.00 | |
| Other Pays | | | | | |
| Diplomate Pay and Board Certified Pay (BCP) (Non-Health Care Physicians, Veterinarians, and Psychologists) | | | | | |
| Pay Grade | Under 10 | 10 But Less Than 12 | 12 But Less Than 14 | 14 But Less Than 18 | 18 and Over |
| All Grades | 166.67 | 208.33 | 250.33 | 333.33 | 466.67 |
| Nurses Incentive Special Pay (CRNA) | | | Nurses Incentive Special Pay (CRNA) | | |
| All Grades - \$6,000 (Annual Amount) | | | \$5,000 (Annual Amount) | | |
| Special Pay Optometry and Veterinary Officers | | | Special Pay (Physicians) | | |
| All Grades - \$100 (Monthly Amount) | | | (Reserve Medical Officers on Active Duty for less than 1 Year) | | |
| | | | All Grades - \$450 (Monthly Amount) | | |